

REPORTING - Annual Report Only**Section 5: Employee qualification profile****Section 5.1: Employee qualification profile as at****30 June 2012**

Do not enter 0 into the fields below - only use a field if the number is 1 or greater.

Employment category		Highest level qualifications held by employees																				Total	
		Below NQF 1		NQF 1		NQF 2		NQF 3		NQF 4		NQF 5		NQF 6		NQF 7		NQF 8		Unknown		Total	
		M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
SOC 100 Legislators																							
	Executive Mayor							1														0	0
	Mayor																					0	1
	Local Government Legislators (Councillors)			1	2	2	1	1	3	1	2		1					8	4			17	9
	Traditional Leaders & Heads of Villages																					0	0
	Other (specify below)																					0	0
	Ward Committee Members																					0	0
SUB-TOTALS		0	0	0	1	2	2	1	2	3	1	2	0	1	0	0	0	0	8	4		17	10
SOC 100 Directors and Corporate Managers																							
11131	City/Municipal Manager													1								1	0
11133	General Managers							1				3	1	2	1							6	2
1211	Corporate Services Managers											2										2	0
1212	Finance Managers											2										2	1
1213	Human Resource Managers											2										2	0
1214	Policy and Planning Managers															1						1	0
1221	Engineering Managers													2								2	0
1222	Construction Managers																					0	0
1231	ICT Managers																					0	0
1251	Health, Welfare and Education Service Managers																					0	0
12922	Commissioned Fire Officer											1										1	0
12923	Commissioned Police Officer (Metro/Traffic Police)											1										1	0
12991	Laboratory Managers																					0	0
12992	Environment, Parks and Land Care Managers											1		1								2	0
12993	Sports Administrator or Manager																					0	0
12994	Arts Administrator or Managers																					0	0
1491	Sport and Recreation Managers											1										1	0
1492	Customer Services Managers																					0	0
	Other (specify below)																					0	0
SUB-TOTALS		0	0	0	0	0	0	0	0	1	0	13	1	6	2	1	0	0	0	0	0	21	3
SOC 200 Professionals																							
Corporate Services	Core Admin											1		2	3							0	0
	Core Finance																					3	3
	Legal																					0	0
	IT											1										0	1
HR and Training	Procurement																					0	0
	Property Valuation											1	1	2								1	3
Financial Services	Rates																					0	0
	Billing											1										1	0
	Client Services											1										1	0
Community Services	Parks																					0	0
	Community Facilities																					0	0
	Libraries							1	1			2										1	3
	Recreation Centres																					0	0
	Primary Health Care Facilities													3	1							0	4
Environmental Management	Cemeteries																					0	0
	Environmental Health							1		2	2											3	2
Legal	Pollution Control																					0	0
	By-laws																					0	0
Emergency Services	Licensing																					0	0
	Fire & rescue											1										1	0
Community Safety	Disaster Planning and Management																					0	0
	Public Safety																					0	0
Public Transport	Traffic Management																					0	0
																						0	0
Municipal Planning	LED/IDP/Urban Planning											1				1						2	0
	Land use management																					0	0
Technical Services	Housing																					0	0
	Roads and Stormwater																					0	0
	Solid Waste and Landfill																					0	0
	Water supply and waste water																					0	0
	Electricity											1										1	0
SUB-TOTALS		0	0	0	0	0	0	0	0	2	1	8	10	3	6	1	0	0	0	0	0	14	17

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		Below NQF 1		NQF 1		NQF 2		NQF 3		NQF 4		NQF 5		NQF 6		NQF 7		NQF 8		Unknown				
		M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	
SOC 300 Technicians and Trade Workers																								
Corporate Services	Core Admin									2	2	2	1									4	3	7
	Core Finance																					0	0	0
	Legal																					0	0	0
	IT											3	1									3	1	4
	Procurement									1												1	0	1
HR and Training																						0	0	0
Financial Services	Property Valuation																					0	0	0
	Rates																					0	0	0
	Billing																					0	0	0
	Client Services																					0	0	0
Community Services	Parks					2		2		2			1									6	1	7
	Community Facilities									3		2	1									5	1	6
	Libraries									2	2											2	2	4
	Recreation Centres									1												1	0	1
	Primary Health Care Facilities																					0	0	0
Environmental Management	Cemeteries					1		1		2												4	0	4
	Environmental Health					1		1		1												3	0	3
Legal	Pollution Control																					0	0	0
	By-laws																					0	0	0
Emergency Services	Licensing																					0	0	0
	Fire & rescue																					0	0	0
Community Safety	Disaster Planning and Management																					0	0	0
	Public Safety											1										1	0	1
Public Transport	Traffic Management											1										1	0	1
										4		5										9	0	9
Municipal Planning	LED/IDP/Urban Planning																					0	0	0
	Land use management											4										4	0	4
Housing										2	1											2	1	3
Technical Services	Roads and Stormwater					4		2		5		1		1								13	0	13
	Solid Waste and Landfill									3		1										4	0	4
	Water supply and waste water					2		2		3				1								8	0	8
	Electricity							1		3		4										12	0	12
SUB-TOTALS		0	0	0	0	11	0	11	0	35	5	24	4	2	0	0	0	0	0	0	0	83	9	92
SOC 400 Community and Personal Service Workers																								
Corporate Services	Core Admin																					0	0	0
	Core Finance																					0	0	0
	Legal																					0	0	0
	IT																					0	0	0
	Procurement																					0	0	0
HR and Training																						0	0	0
Financial Services	Property Valuation																					0	0	0
	Rates																					0	0	0
	Billing																					0	0	0
	Client Services																					0	0	0
Community Services	Parks																					0	0	0
	Community Facilities																					0	0	0
	Libraries																					0	0	0
	Recreation Centres																					0	0	0
	Primary Health Care Facilities																					0	0	0
Environmental Management	Cemeteries																					0	0	0
	Environmental Health																					0	0	0
Legal	Pollution Control																					0	0	0
	By-laws																					0	0	0
Emergency Services	Licensing																					0	0	0
	Fire & rescue									11	1	2										13	1	14
Community Safety	Disaster Planning and Management										1											0	1	1
	Public Safety	1		3		9	2	8		20	4	4										45	6	51
Public Transport	Traffic Management									9	2	6	1									15	3	18
																						0	0	0
Municipal Planning	LED/IDP/Urban Planning																					0	0	0
	Land use management																					0	0	0
Housing																						0	0	0
																						0	0	0
Technical Services	Roads and Stormwater																					0	0	0
	Solid Waste and Landfill																					0	0	0
	Water supply and waste water																					0	0	0
	Electricity																					0	0	0
SUB-TOTALS		1	0	3	0	9	2	8	0	40	8	12	1	0	0	0	0	0	0	0	0	73	11	84

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Employment category		Highest level qualifications held by employees																				Total			
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		M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F			M	F
SOC 500 Clerical and Administrative Workers																									
Corporate Services	Core Admin					4	5	2	2	7	15	2	6									15	28	43	
	Core Finance									5	5											5	5	10	
	Legal									1												1	0	1	
	IT																					0	0	0	
	Procurement								2	1	3	2	1	1									6	4	10
HR and Training						1			1	2	5	1			1							3	8	11	
Financial Services	Property Valuation																					0	0	0	
	Rates										3											0	3	3	
	Billing					1	1				2											1	3	4	
	Client Services								2		5	6										7	6	13	
Community Services	Parks									1												0	1	1	
	Community Facilities					2				1	5		2									1	9	10	
	Libraries					2				3	2											3	4	7	
	Recreation Centres									1												1	0	1	
	Primary Health Care Facilities																					0	0	0	
	Cemeteries																					0	0	0	
Environmental Management	Environmental Health										2											0	2	2	
	Pollution Control																					0	0	0	
Legal	By-laws																					0	0	0	
	Licensing																					0	0	0	
Emergency Services	Fire & rescue									1												1	0	1	
	Disaster Planning and Management																					0	0	0	
Community Safety	Public Safety										1											0	1	1	
	Traffic Management				1		2		2	1	4											1	9	10	
Public Transport										1												1	0	1	
Municipal Planning	LED/DP/Urban Planning									1	1				1							1	2	3	
	Land use management																					0	0	0	
Housing						1				3	1											3	2	5	
Technical Services	Roads and Stormwater										1											0	1	1	
	Solid Waste and Landfill										2											0	1	1	
	Water supply and waste water							1			1											0	3	3	
	Electricity																					0	0	0	
SUB-TOTALS		0	0	0	1	5	14	6	7	35	59	4	9	0	2	0	0	0	0	0	0	50	92	142	
SOC 700 Machine Operators and Drivers																									
Corporate Services	Core Admin					1		1														2	0	2	
	Core Finance																					0	0	0	
	Legal																					0	0	0	
	IT																					0	0	0	
	Procurement																					0	0	0	
HR and Training																						0	0	0	
Financial Services	Property Valuation																					0	0	0	
	Rates																					0	0	0	
	Billing																					0	0	0	
	Client Services											1										0	1	1	
Community Services	Parks	2		1		2		2		5												12	0	12	
	Community Facilities																					0	0	0	
	Libraries																					0	0	0	
	Recreation Centres									1												1	0	1	
	Primary Health Care Facilities																					0	0	0	
	Cemeteries								1													1	0	1	
Environmental Management	Environmental Health																					0	0	0	
	Pollution Control																					0	0	0	
Legal	By-laws																					0	0	0	
	Licensing																					0	0	0	
Emergency Services	Fire & rescue					1	1				2											1	3	4	
	Disaster Planning and Management																					0	0	0	
Community Safety	Public Safety	1				1																2	0	2	
	Traffic Management																					0	0	0	
Public Transport						1		1		2												4	0	4	
Municipal Planning	LED/DP/Urban Planning																					0	0	0	
	Land use management																					0	0	0	
Housing																						0	0	0	
Technical Services	Roads and Stormwater																					14	0	14	
	Solid Waste and Landfill	1		2				4		5		4										16	0	16	
	Water supply and waste water					3		1		3		3										9	1	10	
	Electricity										1											1	0	1	
SUB-TOTALS		6	0	6	0	18	2	15	0	18	3	0	0	0	0	0	0	0	0	0	0	63	5	68	

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Apprentices																									
Technical Services	Roads and Stormwater																						0	0	0
	Solid Waste and Landfill																						0	0	0
	Water supply and waste water																						0	0	0
	Electricity																						0	0	0
SUB-TOTALS		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTALS		77	5	69	12	104	41	74	28	198	100	65	27	12	10	2	0	0	0	8	4	609	227	836	

Summary employee characteristics by data source	
Total number of employees with an NQF Level 1 and below	163
Employees with an NQF Level 1 and below as a % of total employees	19.18%
Total number of employees with an NQF Level 2, 3 and 4	545
Employees with an NQF Level 2, 3 and 4 as a % of total employees	64.12%
Total number of employees with an NQF Level 5 and above	116
Employees with an NQF Level 5 and above as a % of total employees	13.69%
Total employees in SOC 100 and 200 with an NQF Level 6 and above	19
Employees in SOC 100 and 200 with an NQF Level 6 and above as a % of total employees in those categories	22.09%
Total employees in SOC 300 with an NQF Level 5 and above	30
Employees in SOC 300 with an NQF Level 5 and above as a % of total employees in those categories	32.61%